



Walter Reed National Military Medical Center at Bethesda **2006-2007 Integration Plan** **Functional Integration Implementation: A Roadmap to Success** **Overview**

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September 21, 2006



Conference Objectives

- To introduce the new Flag Leaders and reinforce that a change in Flag-level leadership does not mean a change in direction.
- To roll-out the **NCA Integration Plan** with the 4 Overarching Flag Objectives that will guide our Functional Integration efforts for next year.
- To train NCA MHS Change Leaders, and clarify the role of change leader in Functional Integration implementation at each institution.



Proposed Conference Outcomes

- At the end of this conference, the Change Leaders will be able to:
 - Describe how different Integration Committees (Flags, CEB, IAC, ISC and ISC subcommittees) interrelate and the decision-making process.
 - Communicate the integration progress & success stories to their colleagues.
 - Describe the “**change leader**” role in **charting** and implementing the integration plan at their organization.





Do you know the difference? **BRAC or Integration**

BRAC is the official process.

BRAC is short for Base Realignment and Closure. It is the process that dictates the list of bases and military installations which DoD has recommended be closed or realigned. **BRAC is a physical instruction and addresses such issues as duplication of services; lease agreements, square footage, staff size and bed capacity.**

In this case, BRAC refers to the physical closing of the Walter Reed Army Medical Center (WRAMC), installation and hospital by September 2011, and realignment of its services to the National Naval Medical Center campus in Bethesda, and to DeWitt Army Community Hospital (DACH) at Fort Belvoir. The “expanded” facility in Bethesda will be called Walter Reed National Military Medical Center at Bethesda.



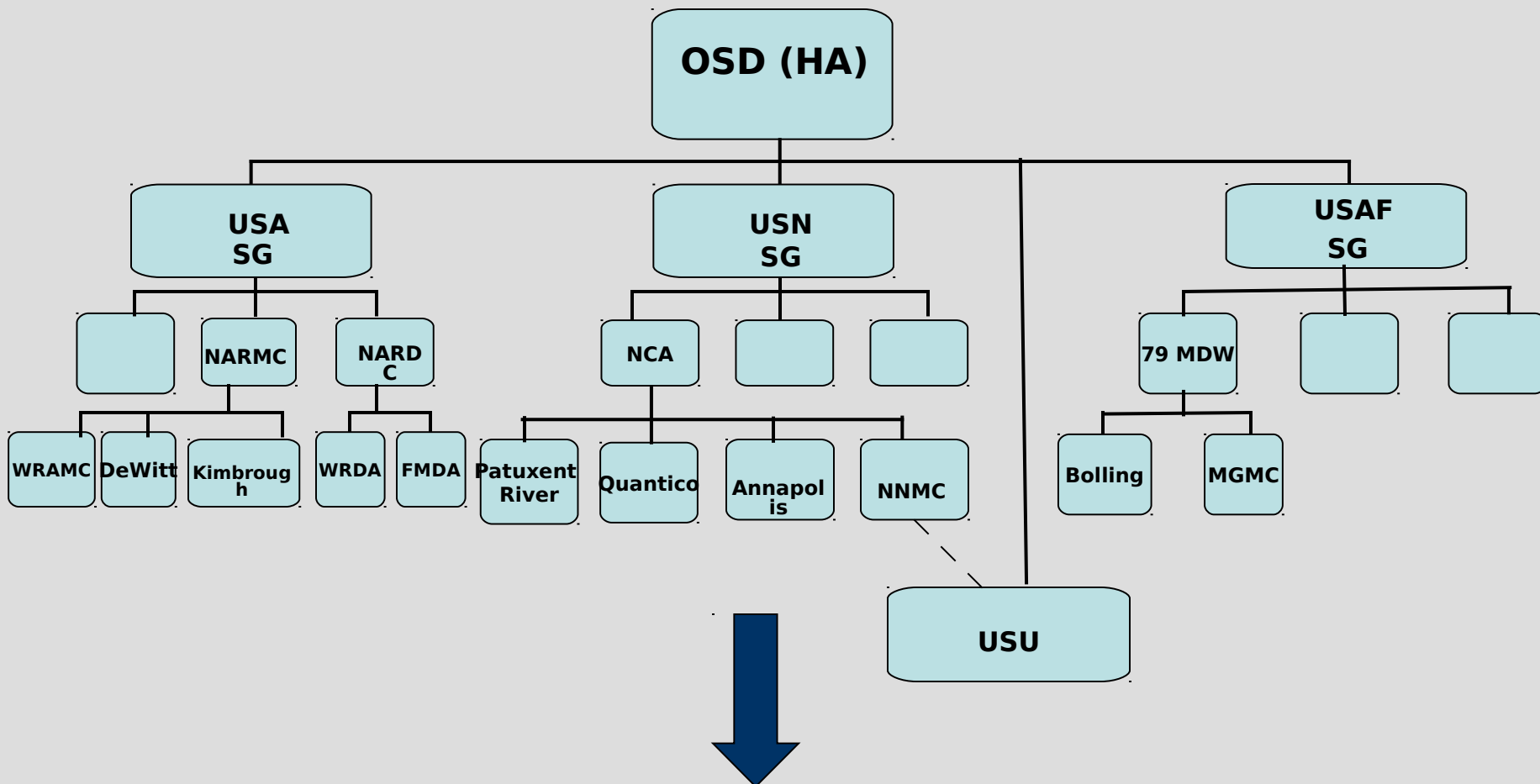
Do you know the difference? BRAC or Integration

Integration however, is not about buildings. **Integration** is about ***people working together toward a common goal***. It is about the ***cooperative melding of systems*** and ***services*** into one functional system. Integration is also about ***bringing people together with a shared vision*** and a ***shared purpose***.

**By the time BRAC is completed in 2011,
Integration will already be achieved.**

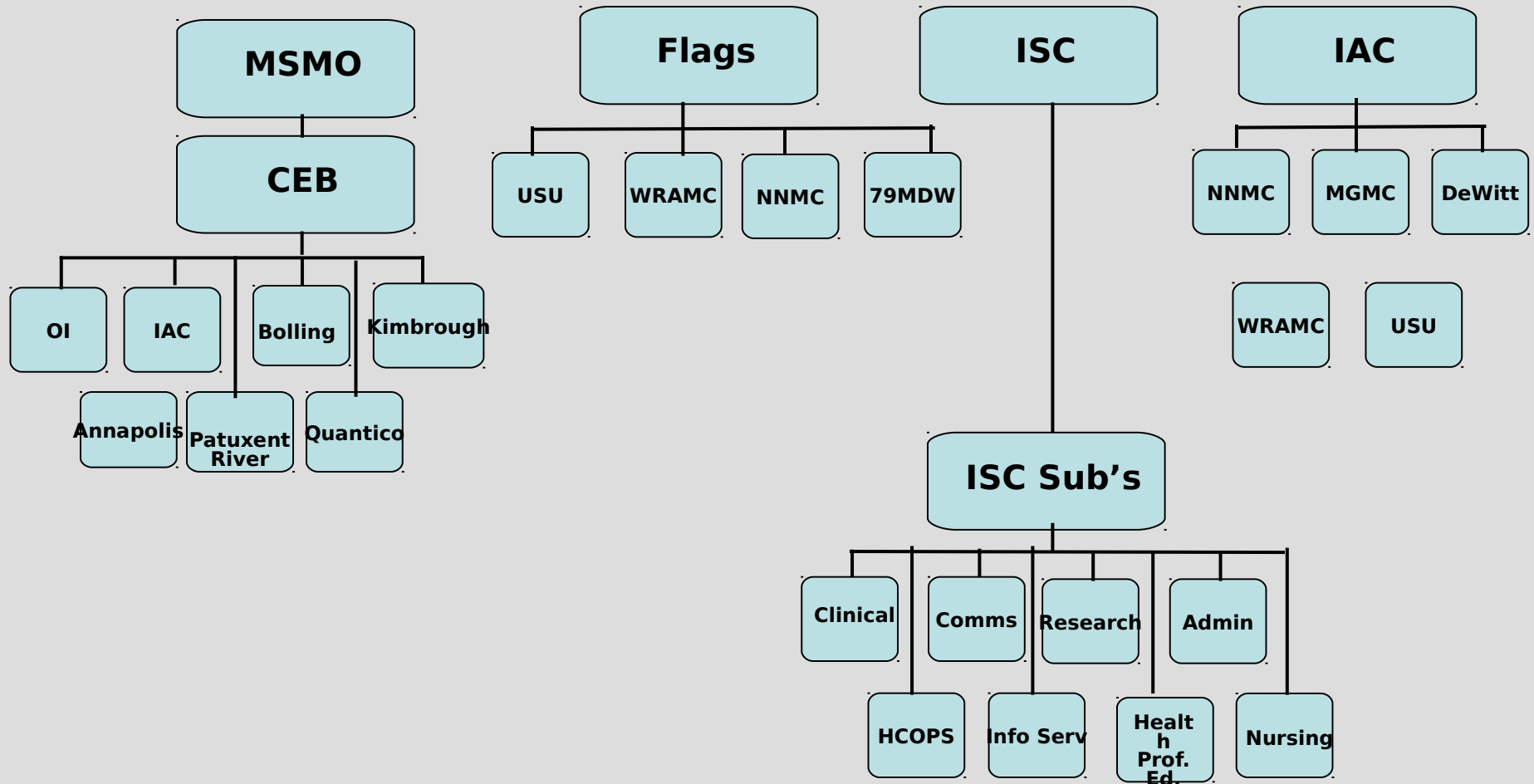


How is the MHS NCA Structured?





Integration Structure





Functional Integration

Functional Integration

Flag Group

Integration Advisory Council (IAC) Command Executive Board (CEB)

Overarching
Objectives

Collective
Decision
Making

Clinical
Integration

Selection &
Role of
Leaders

Integrated
MHS in the
NCA

Integration Steering Committee (ISC)

ISC Sub-
Committe
es

Administration

Clinical

Communications

Health Care Operations

Health Professions Ed.

Information Services

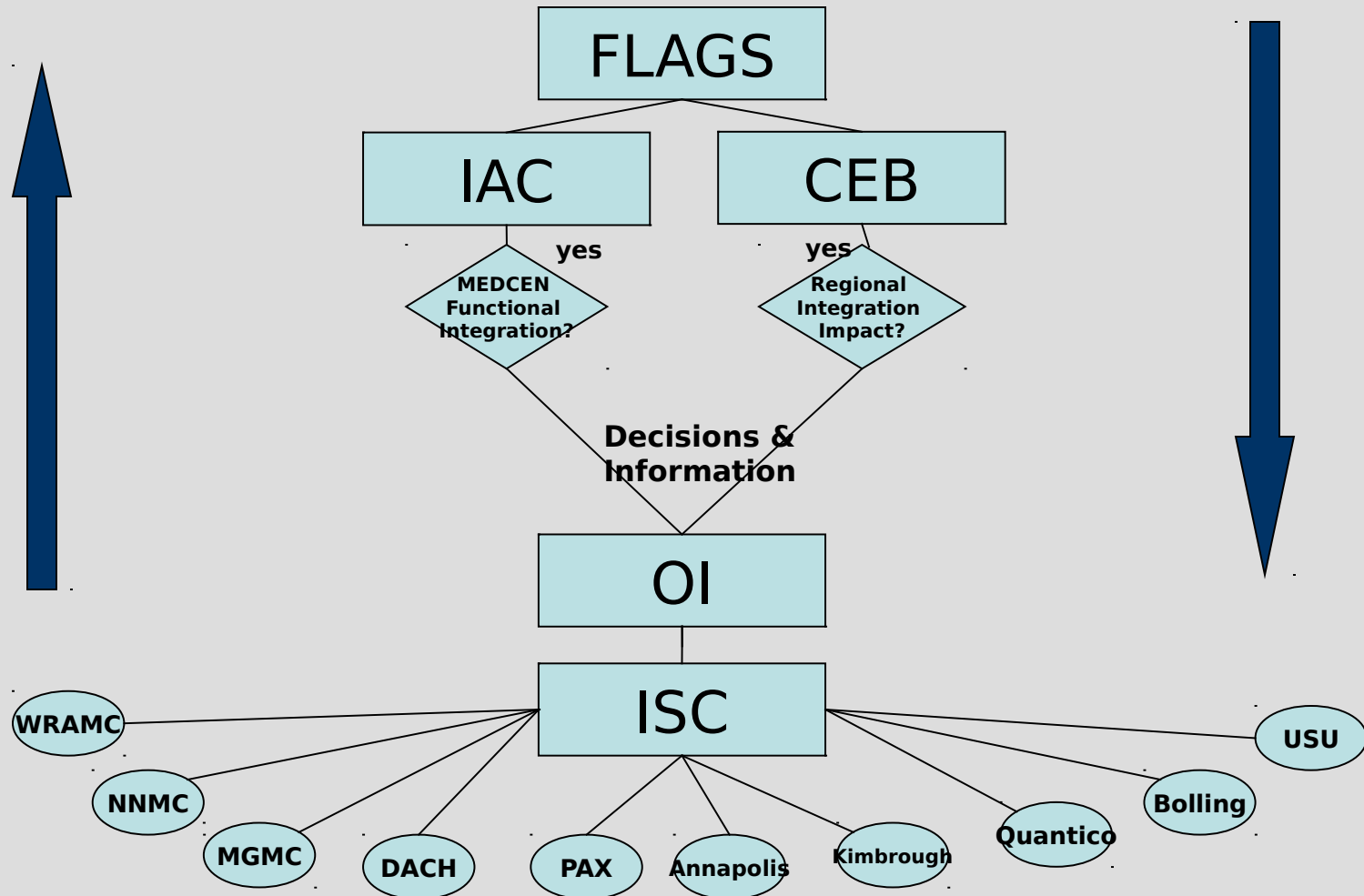
Nursing

Research

NCA MHS Integration Teams



How are Integration Plan Decisions Made?

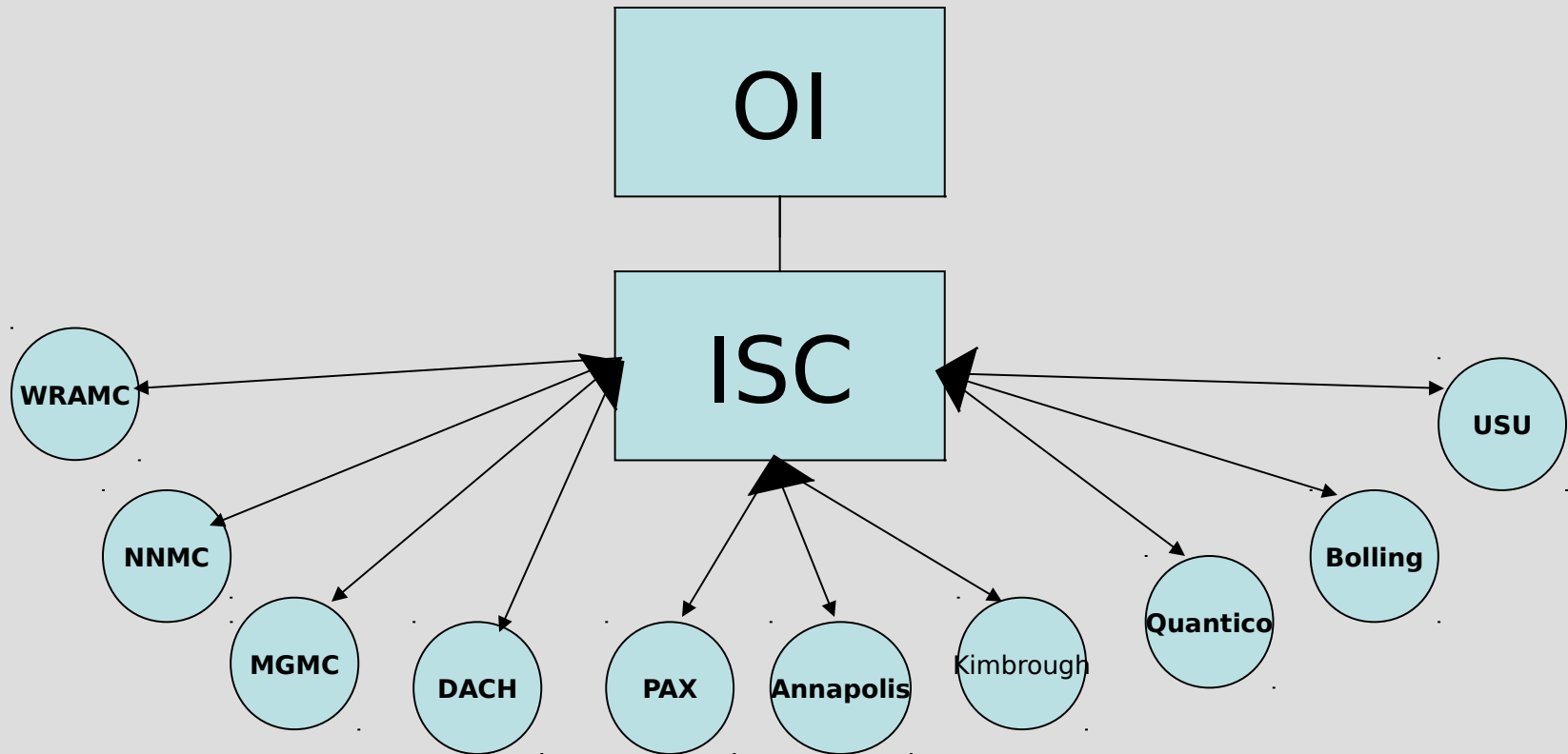


NCA MHS Integration

Teams



Role of MTF/USU Integration Teams



NCA MHS Integration Teams



Your Role in Integration

War Fighter/Beneficiaries/Community

